

Employment information series

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THE INCIDENCE OF LOW-WAGE EMPLOYMENT
IN ONTARIO BY INDUSTRY

Number 10



by

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INTRODUCTION

The purpose of this paper is to provide a broad picture of the incidence of low-wage employment in Ontario by industry. The Ministry of Labour has undertaken several studies examining the numbers of workers in low-wage industries, their wage rates and hours of work, and the socio-economic characteristics of low-wage workers. These studies have been at different points in time and have varied in the particular industries examined. Primary emphasis has been on industries in which a large proportion of employees have relatively low hourly wage rates. This paper attempts to bring together material from previous Ministry of Labour surveys, as well as other sources, in providing estimates of the number and proportions of low-wage employees in as many Ontario industries as possible.

There are several problems involved in bringing together information from diverse surveys. Some of these problems arise from the fact that the surveys were carried out at different times over the last three years. Ideally, we would like to get a picture of the incidence of low paid employment at a common reference date for all industries. Therefore, it is necessary to adjust the data from various surveys to a common date. The method for making these adjustments, referred to as the updating technique, is discussed in Section II. The updating technique adjusts for differences in the year of the survey, but not for monthly variations. Unfortunately, it was not possible to adjust the data for seasonality, e.g. for differences between survey results for April and August of the same year.

Another important difference among the surveys has to do with their reliability, as indicated mainly by their coverage and/or response rates. Where possible - and it was possible in most cases - estimates of survey coverage were made, and industries were grouped by level of coverage. For industries reported in more than one survey, the results selected for inclusion in this report are the ones from the survey which was regarded as most reliable, or from the more recent one if two of the surveys were regarded as being equally reliable.

In order to identify the incidence of low-wage workers, it is necessary to have an operational criterion for defining 'low-wage'. Any such definition must necessarily be somewhat arbitrary. For this paper, the criterion for low-wage was taken to be \$2.20 per hour as of April 1974. This was 20 cents, or 10 per cent, above the minimum wage of \$2.00 per hour at that date. One of the reasons for choosing \$2.20 was that the amount by which it exceeded the minimum wage was the same as the increase in the minimum wage (from \$1.80) that brought it to \$2.00



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on February 1, 1974. Thus, the 20 cent margin seemed most relevant for considering the direct effect on wage rates of an increase in the minimum wage. The next increase in the minimum wage (October 1974) was 25 cents, taking it to \$2.25. Estimating the potential impact of various increases in the minimum wage level is one of the main reasons for the Ministry's interest in studying the incidence of low wages.

The balance of this study is divided into two major sections. The first groups the industries into three reliability categories - good, adequate, and poor or unknown - and discusses the survey results in each of these classifications. The second section deals with data sources and methodology and with the updating procedures used in the paper.

I. RESULTS

The various surveys examined enable us to make estimates of the incidence of low-wage employment for 189 industries. Survey responses were estimated to have covered 70 per cent or more of the firms in 132 (69.8 per cent) of the industries (Table 1). The next category, between 50 and 70 per cent coverage, included 22 (11.6 per cent) of the industries. In only 10 of the industries (5.3 per cent) the coverage was estimated to be less than 50 per cent. No estimates of coverage were possible for 25 industries (13.2 per cent).

For nine of those 25 industries, the ones included in the Ontario Ministry of Labour Surveys of Wages, Hours of Work and Overtime Pay Provisions, the exact response rate cannot be estimated because of clerical procedures, but is almost certain to have been good (over 70 per cent). Some of these industries were included in earlier wages surveys and had response rates of over 90 per cent. Therefore, these nine industries will be included with other industries with good coverage.

All of the ten industries with coverage of less than 50 per cent and the 16 remaining with unknown coverage were from the 1972 Canada Department of Labour Survey.¹ Only one of these 26 indus-

¹ Canada Department of Labour, 1972 Survey of Wages and Working Conditions.

tries (Miscellaneous Services, SIC 891-899) reported substantial low-wage employment (30.3 per cent). Low-wage workers were calculated as less than ten per cent of employment in the other 25 industries, and less than five per cent in 23 of those industries.

Table 1 also shows the relationship between survey coverage rates and estimated proportions of low-wage employees. In general, the industries with the highest proportions of low-wage employees are the ones where survey coverage was the best. Of the 47 industries estimated to have 10 per cent or more low-wage employees, 32 are in the highest coverage category, five more in the next category, plus the nine where coverage cannot be estimated but is thought to be high. The vast majority of the remaining industries with unknown or poor coverage were those estimated to have the lowest proportions of low-wage employees.

TABLE 1

DISTRIBUTION OF ONTARIO INDUSTRIES BY ESTIMATED PROPORTION OF LOW-WAGE EMPLOYEES
AND BY ESTABLISHMENT OR EMPLOYEE COVERAGE IN THE SURVEY USED

Estimated Proportion Low-Wage Employees in the Industry	Coverage 70% or better		Coverage between 50% and 70%		Coverage less than 50%		Coverage Unknown		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
40.0% and over	2	1.5	0	0	0	0	4	16.0	6	3.2
30.0 - 39.9%	5	3.8	1	4.5	1	10.0	4	16.0	11	5.8
20.0 - 29.9%	11	8.3	1	4.5	0	0	0	0	12	6.3
10.0 - 19.9%	14	10.6	3	13.6	0	0	1	4.0	18	9.5
5.0 - 9.9%	21	15.9	3	13.6	0	0	2	8.0	26	13.8
Less than 5.0%	79	59.8	14	63.6	9	90.0	14	56.0	116	61.4
Total	132	100.0	22	100.0	10	100.0	25	100.0	189	100.0

Note: Individual industries are listed by coverage category and survey in the Appendix. In most cases, coverage refers to the proportion of the establishments in the industry which responded to the survey. Where such estimates were not available, coverage refers to estimates of the proportion of employees in the industry that were included in the survey.

Reliability Category - Good

There were 132 industries with coverage of 70 per cent or better and nine more were considered to be in this category. These industries are ranked by the percentage of low-wage employees in Table 2.

Industries with a high percentage of low-paid workers (over 30 per cent of total employment) are clustered into several groups - service industries, retail trade, clothing industries, and some light manufacturing. Of the service industries, those with the greatest proportion of low-paid workers were laundries, cleaners and pressers (49.2 per cent); hotels, restaurants and taverns (51.8 per cent); and services to buildings and dwellings (49.5 per cent). Some areas of the service sector, notably business services (including accountancy, advertising and legal services), lodging houses and resident clubs, and funeral directors all had very small proportions of low-paid workers (under 3.0 per cent). Again no coverage rates were available, and the accuracy of the figures from the Canada Department of Labour survey for these industries is unknown. The other service industries fell between these two extremes. Barber and beauty shops had 26.3 per cent of low-paid workers, miscellaneous services, 30.3 per cent, and motion picture theatres and film exchanges, 38.0 per cent.

In retail trade, 35.8 per cent of the employees were classified as low paid. For some individual industries within the category figures were as follows: apparel and shoe stores - 56.5 per cent, food stores - 37.8 per cent, department stores - 13.2 per cent, and other retail trade² - 36.3 per cent.

Clothing industry employment ranged from 9.3 per cent (fur goods) to 37.4 per cent (children's clothing) low-paid workers. Hosiery mills had 40.9 per cent low-paid employees and other knitting mills, 28.5 per cent.

Fifteen industries (those with more than 30 per cent low-wage employees) accounted for over 84 per cent of the total low-wage workers in these 141 industries.

²This group includes book and stationery stores, florists' shops, fuel dealers, jewellery stores; liquor, wine, and beer stores, tobacconists, watch and jewellery repair shops, and retail stores, n.e.s.

TABLE 2

Industries of Over 70 Per Cent Reliability Ranked by
Percentage of Low-Wage Employees, Ontario

Rank	Survey Code	SIC Code	Industry	Low-Wage Em- ployees as % of Total in the Industry	Number of Low-Wage Employees	Number of Low-Wage Em- ployees in Industry as % of Total Low-Wage Employees in the 141 Industries
1	E	665	Apparel and Shoe Stores	56.5	12,758	4.9
2	C	875	Hotels, Restaurants and Taverns	51.8	61,484	23.6
3	C	897	Services to Buildings and Dwellings	49.5	4,995	1.9
4	C	874	Laundries, Cleaners and Pressers	49.2	6,248	2.4
5	B	268	Electric Lamp and Shade Ind.	41.6	204	0.1
6	C	231	Hosiery Mills	40.9	737	0.3
7	B	223	Cotton and Jute Bag Ind.	39.6	36	0.0
8	C	851	Motion Picture Theatres and Film Exchanges	38.0	3,432	1.3
9	B	631	Food Stores	37.8	20,472	7.9
10	C	245	Children's Clothing Ind.	37.4	339	0.1
11	E	691-	Other Retail Trade *	36.3	41,638	16.0
12	C	631-	Retail Trade **	35.8	101,316	38.9
13	C	175	Leather Glove Factories	34.6	98	0.0
14	B	828	Welfare Organizations	33.6	4,860	1.9
15	C	244	Women's Clothing Industry	31.6	1,744	0.7
16	C	239	Other Knitting Mills	28.5	1,171	0.4
17	B	616	Wholesalers of Drugs and Toilet Preparations	27.8	300	0.1
18	C	243	Men's Clothing Industry	27.3	2,906	1.1
19	C	221	Canvas Products Industry	26.4	255	0.1
20	B	872	Barber and Beauty Shops	26.3	1,890	0.7

TABLE 2 (Cont'd)

Rank	Survey Code	SIC Code	Industry	Low-Wage Em- ployees as % of Total in the Industry	Number of Low-Wage Employees	Number of Low-Wage Em- ployees in Industry as % of Total Low-Wage Employees in the 141 Industries
21	C	382	Jewellery and Silverware Manufacturers	25.3	1,036	0.4
22	B	214	Narrow Fabric Mills	23.6	92	0.0
23	C	248	Foundation Garment Industry	23.3	249	0.1
24	B	602	Wholesalers of Livestock	22.7	600	0.2
25	B	129	Bakeries	21.3	1,384	0.5
26	E	374	Manufacturers of Pharmaceuticals and Medicines	20.4	1,076	0.4
27	C	247	Hat and Cap Industry	18.2	88	0.0
28	C	377	Manufacturers of Toilet Preparations	16.9	473	0.2
29	C	174	Shoe Factories	16.8	1,372	0.5
30	C	183	Cotton Yarn and Cloth Mills	16.5	452	0.2
31	A	161	Rubber Footwear Manufacturers	15.2	309	0.1
32	B	624	Wholesalers of Hardware, Plumbing and Heating Equipment	14.9	675	0.3
33	B	215	Pressed and Punched Felt Mills	13.7	43	0.0
34	E	642	Department Stores	13.2	7,528	2.9
35	C	393	Sporting Goods and Toy Industry	13.0	908	0.3
36	B	613	Wholesalers of General Merchandise	12.5	30	0.0
37	A	256	Wooden Box Factories	11.4	172	0.1
38	B	614	Wholesalers of Food	11.3	570	0.2
39	A	258	Coffin and Casket Industry	10.8	30	0.0
40	C	103	Poultry Processors	10.7	288	0.1
41	A	399	Miscellaneous Manufacturing Industries, n.e.s.	10.0	822	0.3
42	C	385	Plastic Fabricators, n.e.s.	9.9	1,436	0.6

TABLE 2 (Cont'd)

Rank	Survey Code	SIC Code	Industry	Low-Wage Em- ployees as % of Total in the Industry	Number of Low-Wage Employees	Number of Low-Wage Em- ployees in Industry as % of Total Low-Wage Employees in the 141 Industries
43	B	623	Wholesalers of Machinery and Equipment, n.e.s.	9.4	2,535	1.0
44	E	246	Fur Goods Industry	9.3	41	0.0
45	B	617	Wholesalers of Apparel and Dry Goods	9.2	105	0.0
46	B	111	Fish Products Industry	9.1	58	0.0
47	C	218	Textile Dyeing and Finishing Plants	8.9	49	0.0
48	C	254	Sash and Door and Planing Mills	8.8	569	0.2
49-	) B	229	Miscellaneous Textile Industries	7.9	536	0.2
50	) B	131	Confectionery Manufacturers	7.9	221	0.1
51-	) A	337	Battery Manufacturers	7.6	157	0.1
52	) E	123	Feed Manufacturers	7.6	247	0.1
53	A	383	Brush, Broom and Mop Industry	7.5	92	0.0
54	B	212	Thread Mills	6.8	31	0.0
55	A	289	Printing and Publishing	6.6	1,179	0.5
56	D	543-	Communication	6.4	2,668	1.0
57	B	548	Dairy Products Manufacturers	6.2	416	0.2
58	B	629	Wholesalers, n.e.s.	6.1	1,275	0.5
59	A	353	Stone Products Manufacturers	5.9	11	0.0
60	A	331	Manufacturers of Small Electrical Appliances	5.6	317	0.1
61	C	252	Veneer and Plywood Mills	5.5	108	0.0
62	B	626	Wholesalers of Lumber and Building Materials	5.1	960	0.4
63	A	339	Manufacturers of Miscellaneous Elec. Prod.	4.9	690	0.3
64	B	622	Wholesalers of Farm Machinery and Farm Equipment	4.8	300	0.1
65	D	702- 704	Financial Institutions	4.1	2,176	0.8

TABLE 2 (Cont'd)

Rank	Survey Code	SIC Code	Industry	Low-Wage Em- ployees as % of Total in the Industry	Number of Low-Wage Employees	Number of Low-Wage Em- ployees in Industry as % of Total Low-Wage Employees in the 141 Industries
66	C	335	Communications Equipment Industry	4.0	834	0.3
67	B	627	Wholesalers of Scrap and Waste Materials	3.9	120	0.0
68-)	A	308	Machine Shops	3.5	192	0.1
70)	B	381	Scientific and Professional Equipment Manufacturers	3.5	322	0.1
	B	619	Wholesalers of Motor Vehicles and Accessories	3.5	990	0.4
71	A	397	Signs and Displays Industry	3.4	111	0.0
72	B	621	Wholesalers of Electrical Machinery Equipment	3.2	435	0.2
73-)	B	266	Other Furniture Industries	3.0	141	0.1
74)	D	5430	Radio and Television Broadcasting	3.0	227	0.1
75-)	B	273	Paper Box and Bag Industries	2.9	270	0.1
76)	A	306	Hardware, Tool and Cutlery Manufacturers	2.9	389	0.1
77	B	128	Biscuit Manufacturers	2.7	72	0.0
78	B	139	Miscellaneous Food Industries	2.5	207	0.1
79-)	C	197	Wool Cloth Mills	2.4	38	0.0
80)	A	351	Clay Products Manufacturers	2.4	69	0.0
81	B	201	Synthetic Textile Mills	2.3	213	0.1
82	C	112	Fruit and Vegetable Canners and Preservers	2.2	311	0.1
83-)	B	264	Office Furniture Industry	2.1	43	0.1
84)	B	611	Wholesalers of Paper and Paper Products	2.1	225	0.1
85	A	304	Metal Stamping, Pressing and Coating Industry	2.0	522	0.2
86-)	A	147	Wineries	1.9	16	0.0
87)	A	309	Miscellaneous Metal Fabricating	1.9	361	0.1

TABLE 2 (Cont'd)

Rank	Survey Code	SIC Code	Industry	Low-Wage Em- ployees as % of Total in the Industry	Number of Low-Wage Employees	Number of Low-Wage Em- ployees in Industry as % of Total Low-Wage Employees in the 141 Industries
88	A	296	Aluminum Rolling, Casting and Extruding	1.8	71	0.0
89-)	A	274	Other Paper Converters	1.6	238	0.1
90)	A	336	Manufacturers of Electrical Indus- trial Equipment	1.6	298	0.1
91	B	216	Carpet, Rug and Mat Industry	1.5	35	0.0
92-)	B	219	Linoleum and Coated Fabrics Industry	1.4	19	0.0
93)	A	301	Boiler and Plate Works	1.4	48	0.0
94	A	169	Other Rubber Industries	1.3	103	0.0
95	A	305	Wire and Wire Products Manufacturers	1.2	139	0.0
96-)	A	172	Leather Tanneries	1.1	24	0.0
98)	A	298	Metal Rolling, Casting and Extruding, n.e.s.	1.1	44	0.0
	A	307	Heating Equipment Manufacturers	1.1	27	0.0
99-)	B	087	Sand Pits or Quarries	1.0	19	0.0
100)	A	145	Breweries	1.0	49	0.0
101-)	A	292	Steel Pipe and Tube Mills	0.9	36	0.0
104)	A	303	Ornamental and Architectural Metal Industry	0.9	70	0.0
	A	347	Concrete Products Manufacturers	0.9	57	0.0
	B	608	Wholesalers of Petroleum Products	0.9	240	0.1
105	B	101	Slaughtering and Meat Processors	0.8	79	0.0
106	D	506	Railway Transport	0.6	203	0.1
107	D	310-				
		318	Machinery, except Electrical	0.5	126	0.0
108-)	B	124	Flour Mills	0.4	2	0.0
111)	A	332	Manufacturers of Major Appliances (Electrical and Non-Electrical)	0.4	32	0.0
	A	348	Ready-Mix Concrete Manufacturers	0.4	13	0.0
	A	356	Glass and Glass Products Manufacturers	0.4	36	0.0

TABLE 2 (Cont'd)

Rank	Survey Code	SIC Code	Industry	Low-Wage Em- ployees as % of Total in the Industry	Number of Low-Wage Employees	Number of Low-Wage Em- ployees in Industry as % of Total Low-Wage Employees in the 141 Industries
112-) 118)	A A	294 359	Iron Foundries Other Non-Metallic Mineral Products Industries	0.3 0.3	34 2	0.0 0.0
	A	334	Manufacturers of Household Radio and Television Receivers	0.3	27	0.0
	A	352	Refractories Manufacturers	0.3	2	0.0
	A	354	Mineral Wool Manufacturers	0.3	4	0.0
	A	355	Asbestos Products Manufacturers	0.3	4	0.0
	A	357	Abrasive Manufacturers	0.3	7	0.0
119-) 120)	A A	302 343	Fabricated Structural Metal Industry Lime Manufacturers	0.2 0.2	13 1	0.0 0.0
121-) 124)	B A	125 297	Breakfast Cereal Manufacturers Copper and Alloy Rolling, Casting and Extruding	0.1 0.1	2 4	0.0 0.0
	D	311	Agricultural Implements Manufacturers	0.1	9	0.0
	D	9090	Administration - Federal	0.1	23	0.0
125-) 141)	A A	291 338	Iron and Steel Mills Manufacturers of Electric Wire and Cable	0.0 0.0	9 7	0.0 0.0
	A	143	Distilleries	0.0	0	0
	A	295	Smelting and Refining	0.0	0	0
	A	341	Cement Manufacturers	0.0	0	0
	A	345	Gypsum Products Manufacturers	0.0	0	0
	A	395	Fur Dressing and Dyeing Industry	0.0	0	0
	B	107	Process Cheese Manufacturers	0.0	0	0
	B	133	Sugar Refineries	0.0	0	0
	B	135	Vegetable Oil Mills	0.0	0	0
	B	604	Wholesalers of Grain	0.0	0	0
	B	618	Wholesalers of Furniture Home Furnishings	0.0	0	0
	B	625	Wholesalers of Metal and Metal Products, n.e.s.	0.0	0	0

TABLE 2 (Cont'd)

Rank	Survey Code	SIC Code	Industry	Low-Wage Employees as % of Total in the Industry	Number of Low-Wage Employees	Number of Low-Wage Employees in Industry as % of Total Low-Wage Employees in the 141 Industries
138	D	0520	Gold, Quartz Mining	0.0	0	0
	D	050-				
		059	Metal Mining **	0.0	0	0
	D	050-				
		099	Total Mining **	0.0	0	0
	D	360-				
		369	Petroleum and Coal Products	0.0	0	0
			TOTAL		260,311	
*	Other Retail Trade includes book and stationery stores, florists' shops, fuel dealers, jewellery stores; liquor, wine, and beer stores, tobacconists, watch and jewellery repair shops, and retail stores, n.e.s.					
**	These industry groups are aggregates and include other industries listed in the table. Because of this double counting, the final column will not add to 100.0 per cent.					
A	Survey of Low-Wage Employees in Selected Industries: Ontario, May 1974, Ontario Ministry of Labour, Research Branch, Toronto.					
B	Survey of Wages, Hours of Work and Overtime Pay Provisions, Ontario, April 1974, Ontario Ministry of Labour, Research Branch, Toronto.					
C	Survey of Wages, Hours of Work, and Overtime Pay Provisions, Ontario, August 1973, Ontario Ministry of Labour, Research Branch, Toronto.					
D	Survey of Wages and Working Conditions, October 1972, Canada Department of Labour, Ottawa.					
E	Survey of Wages, Hours of Work and Overtime Pay Provisions, Ontario, April 1972 and April 1971, Ontario Department of Labour, Research Branch, Toronto.					

At the opposite end of the spectrum are those industries with very low percentages of low-paid workers. These tended to be mining and heavy manufacturing industries, although some food industries and some light manufacturing industries are represented in this group.

A third group of industries which may be isolated are those which do not have a high proportion of low-paid workers (less than 30.0 per cent) but which have a relatively large number of low-wage earners (500 or more). These 25 industries (as listed below) account for 12 per cent of total low-wage employees in this reliability category.

Other Knitting Mills
Men's Clothing Industry
Barber and Beauty Shops
Jewellery and Silverware
Manufacturers
Wholesalers of Livestock
Bakeries
Manufacturers of Pharmaceuticals
and Medicines
Shoe Factories
Manufacturers of Toilet Pre-
parations
Wholesalers of Hardware Plumbing
and Heating Equipment
Sporting Goods and Toy Industry
Wholesalers of Food

Miscellaneous Manufacturing
Industries, n.e.s.
Plastic Fabricators, n.e.s.
Wholesalers of Machinery and
Equipment, n.e.s.
Sash and Door and Planing Mills
Miscellaneous Textile Industries
Printing and Publishing
Communication
Wholesalers, n.e.s.
Wholesalers of Lumber and Build-
ing Materials
Financial Institutions
Communications Equipment Industry
Wholesalers of Motor Vehicles
and Accessories
Metal Stamping, Pressing and
Coating Industry

Reliability Category - Adequate

Twenty-two industries had survey coverage between 50 and 70 per cent. Five of these industries had over 10 per cent low-wage employees; these included clothing and textile industries, venetian blind manufacturers, and leather goods industry. However, this group of industries with relatively high proportions of low-wage workers accounted for only (approximately) 21 per cent of the low-wage employees in this reliability category. Almost 55 per cent of low-wage employees in the category were employed in three industries, each having less than 10 per cent low-wage workers - household furniture, motor vehicle parts and accessories manufacturers, and transportation.

Industries with very low proportions or no low-wage employees were manufacturers of aircraft parts and motor vehicles, printing industries, pulp and paper mills, some transport industries, and tobacco products.

Reliability Categories - Poor and Unknown

Of the 184 industries covered in this paper, ten had coverage of less than 50 per cent (poor), and 16 had unknown coverage (excluding those nine industries discussed previously). Twenty-three of these 26 industries reported less than 5 per cent low-wage employees and only one of the 26 had over 10 per cent low-wage employees. The industries in the poor and unknown categories were primarily in the non-manufacturing sector and included insurance and real estate, hospitals, various service industries, and government administration. These industries are not discussed here because of questionable reliability, but they are included in the Appendix listing.

TABLE 3

Industries of Between 50 and 70 Per Cent Reliability
Ranked by Percentage of Low-Wage Employees, Ontario

Rank	Survey Code	SIC Code	Industry	Low-Wage Em- ployees as % of Total in the Industry	Number of Low-Wage Employees	Number of Low-Wage Em- ployees in Industry as % of Total Low-Wage Employees in the 22 Industries
1	C	179	Luggage, Handbag and Small Leather Goods Manufacturers	30.4	727	15.3
2	A	384	Venetian Blind Manufacturers	26.7	16	0.3
3	C	211	Fibre Preparing Mills	18.2	73	1.6
4	C	249	Other Clothing Industries	17.3	79	1.7
5	C	193	Wool Yarn Mills	11.5	142	3.0
6	C	261	Household Furniture Industry	9.3	1,048	22.3
7	C	259	Miscellaneous Wood Industries	9.0	188	4.0
8	A	141	Soft Drink Manufacturers	6.8	208	4.4
9	D	3250	Motor Vehicle Parts and Accessories Manufacturers	4.7	869	18.5
10	D	500- 519	Transportation **	3.4	785	16.7
11	C	251	Sawmills	1.9	121	2.6
12	D	5070	Truck Transport	1.5	209	4.4
13	D	370- 379	Chemicals and Chemical Products	0.9	420	8.9
14	D	0310	Logging	0.6	23	0.5
15	D	326- 329	Transport Equipment (residual)	0.2	7	0.1
16	D	504- 505	Water Transport and Services	0.1	39	0.8
17-) 22)	D	151- 153	Tobacco Processing and Products	0.0	0	0

TABLE 3 (Cont'd)

Rank	Survey Code	SIC Code	Industry	Low-Wage Em- ployees as % of Total in the Industry	Number of Low-Wage Employees	Number of Low-Wage Em- ployees in Industry as % of Total Low-Wage Employees in the 22 Industries
B		213	Cordage and Twine Industry	0	0	0
D		271	Pulp and Paper Mills	0	0	0
D		280-				
		289	Printing, Publishing and Allied Industries	0	0	0
D		3210	Aircraft Parts Manufacturers	0	0	0
D		3230	Motor Vehicle Manufacturers	0	0	0
			TOTAL		4,699	-

**

These industry groups are aggregates and include other industries listed in the table. Because of this double counting, the final column will not add to 100.0 per cent.

- A Survey of Low-Wage Employees in Selected Industries: Ontario, May 1974, Ontario Ministry of Labour, Research Branch, Toronto.
- B Survey of Wages, Hours of Work and Overtime Pay Provisions, Ontario, April 1974, Ontario Ministry of Labour, Research Branch, Toronto.
- C Survey of Wages, Hours of Work, and Overtime Pay Provisions, Ontario, August 1973, Ontario Ministry of Labour, Research Branch, Toronto.
- D Survey of Wages and Working Conditions, October 1972, Canada Department of Labour, Ottawa.
- E Survey of Wages, Hours of Work and Overtime Pay Provisions, Ontario April 1972, and April 1971, Ontario Department of Labour, Research Branch, Toronto.

II. DATA SOURCES AND METHODOLOGY

In order to appreciate the meaning and limitations of the material presented in this report, it is necessary to understand the nature of the various surveys examined and the technique for adjusting data from different years to a common reference date. The section first describes each of the surveys, and then discusses survey coverage and reliability. The last part explains the updating technique.

The Surveys

The surveys used in this paper are:

- a) Survey of Low-Wage Employees in Selected Industries: Ontario, May 1974, Ontario Ministry of Labour.
- b) Survey of Wages, Hours of Work and Overtime Pay Provisions, Ontario, April 1974, Ontario Ministry of Labour.
- c) Survey of Wages, Hours of Work, and Overtime Pay Provisions, Ontario, August 1973, Ontario Ministry of Labour.
- d) Survey of Wages and Working Conditions, October 1972, Canada Department of Labour.
- e) Survey of Wages, Hours of Work and Overtime Pay Provisions, Ontario, April 1972, Ontario Department of Labour.
- f) Survey of Wages, Hours of Work and Overtime Pay Provisions, April 1971, Ontario Department of Labour.

The major source of information is the Ministry of Labour Survey of Wages, Hours of Work and Overtime Pay Provisions, conducted each year since 1971 (b, c, e, and f). In each survey approximately 30 low-wage industries were selected. The data are gathered directly from employer payroll records. With few exceptions, a census of each industry surveyed is undertaken. The exceptions are generally in the areas of retail trade and service where the large numbers of employers would make a census too costly and time-consuming. In these industries, a carefully drawn sample of firms are contacted.

The industries in these surveys are selected in an attempt to monitor that sector of the economy with high proportions of low-wage workers. Some new industries are included each year in order to attempt to discover additional industries with a high incidence of low-wage employment. Data from all four surveys were examined. However, if an industry had been covered in more than one of these surveys, the most recent data were used.

<u>Survey</u>	<u>Number of Industries</u>	
	<u>Covered</u>	<u>Used</u>
April 1974	30	30
August 1973	34	34
April 1972	30	1
April 1971	30	5

To provide further evidence that industries with large numbers of low-wage employees had not missed detection, a special survey was conducted by the Research Branch in May 1974 (item a). This survey, covering approximately 6,000 firms in 52 industries, collected data on the number of total employees and the number earning \$2.20 per hour or less.

The third source of data was the Canada Department of Labour Survey of Wages and Working Conditions conducted in October 1972. This is a mail survey with questionnaires being sent to large firms (over 20 employees). Response to the survey is voluntary. In 1972 data was collected on 408 four-digit (SIC) industries. Agriculture, fishing and trapping, and construction are excluded from the survey.

Industries Not Covered

The two major industries not covered by any of the surveys are construction and agriculture. In April 1974 the minimum wage in Ontario for employees in construction was \$2.25 per hour. Construction, as defined by Regulation 244 under the Employment Standards Act "includes all work in and about the construction, erection, demolition, repair, remodelling, decoration or alteration of the whole or any part of a building, road or structure, whether above or below the surface of the earth..." Thus, the only employees in the construction industry whose wages might fall below the \$2.20 cut-off would be the very small proportion of office workers. The rest, by law, could not be in the low-wage category defined here.

In recent years, the Ministry has collected information for policy formulation purposes on the wages and working conditions of hired farm workers. Because it is difficult to obtain full information on the hours and rates of pay of such employees, there remains some uncertainty about how well the data obtained describe the work arrangements of farm workers. It leaves no doubt however that a high proportion of hired farm workers are low paid.

Coverage and Reliability of the Surveys

The response rates for industries in the Ministry of Labour Surveys of Wages, Hours of Work and Overtime Pay Provisions were generally high. Of the 70 industries included from four surveys, response rates were calculated for all but nine industries, as discussed earlier (see page 2). Several of these nine industries had been surveyed in an earlier year and had response rates then of over 90 per cent. All but eight of these 61 industries for which response rates were calculated were in the good reliability category (over 70 per cent response).

The Ministry of Labour Survey of Low-Wage Employees, carried out in May 1974, had an overall response rate of 81 per cent and a response range of 67 to 100 per cent. Only two of the 52 industries surveyed had less than 70 per cent response.

There are no direct data on the response to the Canada Department of Labour survey. When an industry was covered in any other survey as well as in the Canada Department of Labour survey, the other source was used. There were three major reasons for regarding the Canada Department of Labour survey results as being less reliable than those from the Ontario Ministry of Labour surveys. First, in the Ministry of Labour surveys firms of all sizes were surveyed, while in the Canada Department of Labour survey only larger firms (those employing 20 or more) were included. Second, the response to the Canada Department of Labour survey is done by mail and is completely voluntary. The Ministry of Labour surveys are conducted with an intensive follow-up period during which non-responding employers are personally contacted. Third, the response rates to Ministry of Labour surveys could be calculated exactly (in all but nine industries); in the Canada Department of Labour survey, they could not be calculated.

The 1972 Canada Department of Labour survey included 408 four-digit industries. However, 291 of the four-digit industries corresponded to 122 three-digit industries included in the Ministry of Labour surveys. When these 291 industries were excluded, 117 industries from the Canada Department of Labour survey remained. These 117 industries are included in this study.

TABLE 4

Distribution of Ontario Industries by Survey and Response Rate

Response Rate	Ministry of Labour Survey of Wages, Hours of Work, and Overtime Pay Provisions	Ministry of Labour Survey of Low-Wage Employees in Selected Industries	Canada Department of Labour Survey of Wages and Working Conditions*
Over 90%	17.1	38.5	10.2
80 - 89%	32.9	36.5	-
70 - 79%	25.7	21.2	12.2
60 - 69%	11.4	3.8	16.3
Less than 60%	-	-	28.6
Unknown	12.9	-	32.7

NOTE: Percentages may not add to 100.0 due to rounding.

*Figures refer to employee coverage as discussed in the text.

As the response rates by industry were not available from the Canada Department of Labour survey, a different method was used to determine the coverage of these 117 industries. The Labour Division of Statistics Canada conducts a monthly survey, collecting information on employment, earnings and hours in larger firms (20 or more employees).³ Where possible the employment figures from the Department of Labour survey were compared with those for the same month from the Statistics Canada source. Some industries could be compared on a one-to-one basis, while for others the Canada Department of Labour data had to be aggregated before a comparison could be made. These aggregations resulted in 49 industries and industry groups which were compared with Statistics Canada data. The components of the groupings are listed in the Appendix.

³ Employment, Earnings and Hours, Ottawa: Statistics Canada, Cat. No. 72-002, monthly.

By relating employment in the surveyed industries to the employment reported for comparable industries by Statistics Canada, it was possible to estimate the proportion of employees in larger firms covered by the Canada Department of Labour survey. These covered proportions are what is referred to in the third column of Table 4.

The Updating Technique

The reference date for updating purposes was April 1974. The criterion for defining low-wage employment was \$2.20 per hour as of that date. For convenience, the low-wage cut-off point for the May 1974 survey was also taken to be \$2.20. For survey results from previous years, the following method was used, illustrated for the Cotton Yarn and Cloth Mills industry.

The low-wage cut-off for earlier years was estimated by assuming that it should bear the same relationship to \$2.20 as the ratio of average hourly earnings (a.h.e.) for the survey date to a.h.e. for April 1974. For Cotton Yarn and Cloth Mills, the most recent survey data are for August 1973. In August 1973, a.h.e. in this industry were \$2.66. In April 1974, a.h.e. for the industry were \$2.90. A.h.e. in August 1973 were 91.7 per cent of April 1974 a.h.e. The low-wage cut-off for the industry for August 1973 was then assumed to be 91.7 per cent of \$2.20, or \$2.02.

In some cases, once the result was obtained, it had to be rounded to a slightly higher figure to accommodate the data groupings available in a particular survey. In Cotton Yarn and Cloth Mills, the hourly rate had to be rounded to \$2.04. Using the resultant wage data, the percentage and number of workers in an industry working at or below that wage rate could then be determined. Average hourly earnings were available for most, but not all, industries. Where a.h.e. were not available, the same procedure was followed, using a.h.e. for manufacturing as a whole instead of a.h.e. for the particular industry. Since the divergence in rates of change of a.h.e. among industries would not be too great for the short periods of time considered, this procedure was not expected to introduce very large errors.

The method of updating assumes that over a short period of time the relative wage distribution is stable - only the level changes. Specifically, it assumes that the proportion of employees with wages of 'x' per cent or more below the average wage remains roughly constant for at least two to three years, even

though the average wage increases. On the basis of what is known about the dynamics of wage distributions, this seems a reasonable assumption.

A complete listing of all industries and the coverage (or response rate), wage comparable to \$2.20 per hour, and the number and percentages of employees below that rate is included in the Appendix.

APPENDIX

Listing of Industries by Coverage
Category and Survey

A. Survey of Low-Wage Employees in Selected Industries, Ontario, May 1974

SIC	Industry	(1) Coverage or Response Rate	(2) Wage Comparable to \$2.20	(3) Per Cent Employ- ees Be- low (2)	(4) Number Employ- ees Be- low (2)
143	Distilleries	100	\$2.20	0	0
145	Breweries	100	2.20	1.0	49
147	Wineries	79	2.20	1.9	16
161	Rubber Footwear Manufacturers	100	2.20	15.2	309
169	Other Rubber Industries	82	2.20	1.3	103
172	Leather Tanneries	100	2.20	1.1	24
256	Wooden Box Factories	73	2.20	11.4	172
258	Coffin and Casket Industry	100	2.20	10.8	30
274	Other Paper Converters	87	2.20	1.6	238
289	Printing and Publishing	72	2.20	6.6	1,179
291	Iron and Steel Mills	90	2.20	0.0	9
292	Steel Pipe and Tube Mills	74	2.20	0.9	36
294	Iron Foundaries	82	2.20	0.3	34
295	Smelting and Refining	100	2.20	0	0
296	Aluminum Rolling, Casting and Extruding	77	2.20	1.8	71
297	Copper and Alloy Rolling, Casting and Extruding	88	2.20	0.1	4
298	Metal Rolling, Casting and Extruding, N.E.S.	90	2.20	1.1	44
301	Boiler and Plate Works	90	2.20	1.4	48
302	Fabricated Structural Metal Industry	92	2.20	0.2	13
303	Ornamental and Architectural Metal Industry	77	2.20	0.9	70
304	Metal Stamping, Pressing, and Coating Industry	83	2.20	2.0	522
305	Wire and Wire Products Manufacturers	86	2.20	1.2	139

A. Survey of Low-Wage Employees in Selected Industries, Ontario, May 1974

SIC	Industry	(1) Coverage or Response Rate	(2) Wage Comparable to \$2.20	(3) Per Cent Employ- ees Be- low (2)	(4) Number Employ- ees Be- low (2)
306	Hardware, Tool and Cutlery Manufacturers	85	\$2.20	2.9	389
307	Heating Equipment Manufacturers	78	2.20	1.1	27
308	Machine Shops	79	2.20	3.5	192
309	Miscellaneous Metal Fabricating Industries	83	2.20	1.9	361
331	Manufacturers of Small Electrical Appliances	86	2.20	5.6	317
332	Manufacturers of Major Appliances (Elec. and Nonelec.)	86	2.20	0.4	32
334	Manufacturers of Household Radio and Television Receivers	80	2.20	0.3	27
336	Manufacturers of Electrical Industrial Equipment	82	2.20	1.6	298
337	Battery Manufacturers	100	2.20	7.6	157
338	Manufacturers of Electric Wire and Cable	100	2.20	0.0	7
339	Manufacturers of Miscellaneous Electrical Products	83	2.20	4.9	690
341	Cement Manufacturers	100	2.20	0	0
343	Lime Manufacturers	100	2.20	0.2	1
345	Gypsum Products Manufacturers	100	2.20	0	0
347	Concrete Products Manufacturers	82	2.20	0.9	57
348	Ready-Mix Concrete Manufacturers	76	2.20	0.4	13
351	Clay Products Manufacturers	71	2.20	2.4	69
352	Refractories Manufacturers	100	2.20	0.3	2
353	Stone Products Manufacturers	79	2.20	5.9	11
354	Mineral Wool Manufacturers	89	2.20	0.3	4

I. Coverage Category - 70.0% and over

A. Survey of Low-Wage Employees in Selected Industries, Ontario, May 1974

SIC	Industry	(1) Coverage or Response Rate	(2) Wage Comparable to \$2.20	(3) Per Cent Employ- ees Be- low (2)	(4) Number Employ- ees Be- low (2)
355	Asbestos Products Manufacturers	100	2.20	0.3	4
356	Glass and Glass Products Manufacturers	86	2.20	0.4	36
357	Abrasives Manufacturers	100	2.20	0.3	7
359	Other Non-Metallic Mineral Products Industries	100	2.20	0.3	2
383	Broom, Brush and Mop Industry	88	2.20	7.5	92
395	Fur Dressing and Dyeing Industry	100	2.20	0	0
397	Signs and Displays Industry	81	2.20	3.4	111
399	Miscellaneous Manufacturing Industries, N.E.S.	80	2.20	10.0	822

I. Coverage Category - 70% and over

B. Survey of Wages, Hours of Work and Overtime Pay Provisions in Selected Industries, Ontario, April 1974

SIC	Industry	(1) Coverage or Response Rate	(2) Wage Comparable to \$2.20	(3) Per Cent Employ- ees Be- low (2)	(4) Number Employ- ees Be- low (2)
087	Sand Pits or Quarries	83	\$2.20	1.0	19
101	Slaughtering and Meat Processors	81	2.20	0.8	79
105	Dairy Products Manufacturers	77	2.20	6.2	416
107	Process Cheese Manufacturers	71	2.20	0	0
111	Fish Products Industry	100	2.20	9.1	58
124	Flour Mills	75	2.20	0.4	2
125	Breakfast Cereal Manufacturers	100	2.20	0.1	2
128	Biscuit Manufacturers	89	2.20	2.7	72
129	Bakeries	70	2.20	21.3	1,384
131	Confectionery Manufacturers	86	2.20	7.9	221
133	Sugar Refineries	100	2.20	0	0
135	Vegetable Oil Mills	100	2.20	0	0
139	Miscellaneous Food Industries	88	2.20	2.5	207
201	Synthetic Textile Mills	82	2.20	2.3	213
212	Thread Mills	75	2.20	6.8	31
214	Narrow Fabric Mills	100	2.20	23.6	92
215	Pressed and Punched Felt Mills	100	2.20	13.7	43
216	Carpet, Rug and Mat Industry	94	2.20	1.5	35
219	Linoleum and Coated Fabrics Industry	82	2.20	1.4	19
223	Cotton and Jute Bag Industry	100	2.20	39.6	36
229	Miscellaneous Textile Industries	85	2.20	7.9	536
264	Office Furniture Industry	79	2.20	2.1	43

B. Survey of Wages, Hours of Work and Overtime Pay Provisions
in Selected Industries, Ontario, April 1974

SIC	Industry	(1) Coverage or Response Rate	(2) Wage Comparable to \$2.20	(3) Per Cent Employ- ees Be- low (2)	(4) Number Employ- ees Be- low (2)
266	Other Furniture Industries	88	\$2.20	3.0	141
268	Electric Lamp and Shade Industry	86	2.20	41.6	204
273	Paper Box and Bag Industry	93	2.20	2.9	270
381	Scientific and Professional Equipment Manufacturers	82	2.20	3.5	322
602-					
629	All Wholesale Trade (S.F. 1/15)	88	2.20	-	-
602	Wholesalers of Livestock		2.20	22.7	600
604	Wholesalers of Grain		2.20	0	0
608	Wholesalers of Petroleum Products		2.20	0.9	240
611	Wholesalers of Paper and Paper Products		2.20	2.1	225
613	Wholesalers of General Merchandise		2.20	12.5	30
614	Wholesalers of Food		2.20	11.3	570
616	Wholesalers of Drugs and Toilet Preparations		2.20	27.8	300
617	Wholesalers of Apparel and Dry Goods		2.20	9.2	105
618	Wholesalers of Furniture and Home Furnishings		2.20	0	0
619	Wholesalers of Motor Vehicles and Accessories		2.20	3.5	990
621	Wholesalers of Electrical Machinery Equipment		2.20	3.2	435
622	Wholesalers of Farm Machinery and Equipment		2.20	4.8	300
623	Wholesalers of Machinery and Equipment, N.E.S.		2.20	9.4	2,535
624	Wholesalers of Hardware, Plumbing and Heating Equipment		2.20		
625	Wholesalers of Metal and Metal Products, N.E.S.		2.20	14.9	675
				0	0

I. Coverage Category - 70% and over

B. Survey of Wages, Hours of Work and Overtime Pay Provisions in Selected Industries, Ontario, April 1974

SIC	Industry	(1) Coverage or Response Rate	(2) Wage Comparable to \$2.20	(3) Per Cent Employ- ees Be- low (2)	(4) Number Employ- ees Be- low (2)
626	Wholesalers of Lumber and Building Materials		2.20	5.1	960
627	Wholesalers of Scrap and Waste Materials		2.20	3.9	120
629	Wholesalers, N.E.S.		2.20	6.1	1,275
828	Welfare Organizations	78	2.20	33.6	4,860
872	Barber and Beauty Shops	74	2.20	26.3	1,890

I. Coverage Category - 70% and over

C. Survey of Wages, Hours of Work and Overtime
Pay Provisions, Ontario August 1973

SIC	Industry	(1) Coverage or Response Rate	(2) Wage Comparable to \$2.20	(3) Per Cent Employ- ees Be- low (2)	(4) Number Employ- ees Be- low (2)
103 ¹	Poultry Processors	81	\$2.03	10.7	288
112	Fruit and Vegetable Canners and Preservers	84	1.70	2.2	311
174	Shoe Factories	82	1.90	16.8	1,372
175 ¹	Leather Glove Factories	70	2.03	34.6	98
183	Cotton Yarn and Cloth Mills	89	2.02	16.5	452
197	Wool Cloth Mills	100	1.93	2.4	38
218 ¹	Textile Dyeing and Finishing Plants	74	2.03	8.9	49
221 ¹	Canvas Products Industry	80	2.03	26.4	255
231 ¹	Hosiery Mills	74	2.03	40.9	737
239	Other Knitting Mills	76	1.96	28.5	1,171
243	Men's Clothing Industry	82	1.98	27.3	2,906
244	Women's Clothing Industry	70	2.03	31.6	1,744
245	Children's Clothing Industry	82	1.99	37.4	399
247	Hat and Cap Industry	79	1.99	18.2	88
248	Foundation Garment Industry	75	1.99	23.3	249
252 ¹	Veneer and Plywood Mills	86	2.03	5.5	108
254 ¹	Sash and Door and Planing Mills	75	2.03	8.8	569
335	Communications Equipment Industry	83	1.95	4.0	834
377 ¹	Manufacturers of Toilet Preparations	82	2.03	16.9	473
382 ¹	Jewellery and Silverware Manufacturers	76	2.03	25.3	1,036
385 ¹	Plastic Fabricators, N.E.S.	77	2.03	9.9	1,436
393	Sporting Goods and Toy Industry	74	1.90	13.9	908

1. Average hourly earnings in manufacturing used to determine comparable wage.

I. Coverage Category - 70% and over

D. Canada Department of Labour Survey of Wages and Working Conditions, October 1972

SIC	Industry	(1) Coverage or Response Rate	(2) Wage Comparable to \$2.20	(3) Per Cent Employ- ees Be- low (2)	(4) Number Employ- ees Be- low (2)
0520	Gold, Quartz Mining	100	\$1.57	0	0
050-	Metal Mining	77	1.92	0	0
059	0520 Gold, quartz				
	0530 Copper - gold - silver				
	0540 Nickel - copper				
	0550 Silver - cobalt				
	0560 Silver - lead - zinc				
	0570 Uranium				
	0580 Iron				
	0590 Other metal mining				
050-	Total Mining	71	1.93	0	0
099	Includes the above, plus:				
	0630 Petroleum & Gas				
	0710 Asbestos				
	0770 Salt Mines				
	0790 Other Non-metal Mines				
	0830 Stone Quarries				
	0870 Sand Pits ²				
	0940 Other Prospecting				
	0980 Other Contract Drilling				
	0990 Other Mining Services				
310-	Machinery, except Electrical				
318	3101 Machinery Industries, H.O.	73	2.02	0.5	126
	3110 Agricultural Implements Manufacturers ²				
	3150 Misc. Machinery and Equipment Manuf.				
	3153 Misc. Machinery and Equipment - Erection and Installation				

²Done individually or as part of smaller group

I. Coverage Category - 70% and over

D. Canada Department of Labour Survey of Wages and Working Conditions, October 1972

SIC	Industry	(1) Coverage or Response Rate	(2) Wage Comparable to \$2.20	(3) Per Cent Employ- ees Be- low (2)	(4) Number Employ- ees Be- low (2)
3157	Misc. Machinery and Equipment - Sales				
3160	Commercial Refrigeration & Air Conditioning				
3167	Commercial Refrigeration & Air Conditioning-Sales				
3180	Office and Store Machinery Manufacturers				
3187	Office and Store Machinery Manufacturers - Sales				
311	Agricultural Implements Manufacturers	100	\$1.77	0.1	9
360-	Petroleum and Coal Products	100	1.95	0	0
369	3601 Petroleum & Coal H.O.				
	3604 Petroleum - Research				
	3651 Petroleum Refining				
	3652 Lubricating Oils and Greases				
	3690 Other Petroleum and Coal Products				
506	Railway Transport	99	1.92	0.6	203
	5061 Railway Transportation				
	5062 Maintenance of equipment - Railways				
	5063 Maintenance of Way and Structures				
543-	Communication	74	\$1.92	6.4	2,668
548	5430 Radio and Television Broadcasting ²				
	5440 Telephone				
	5450 Telegraph and Cable				
	5451 Telegraph and Cable - Federal				

²Done individually or as part of smaller group

I. Coverage Category - 70% and over

D. Canada Department of Labour Survey of Wages and Working Conditions, October 1972

SIC	Industry	(1) Coverage or Response Rate	(2) Wage Comparable to \$2.20 low	(3) Per Cent Employ- ees Be- low (2)	(4) Number Employ- ees Be- low (2)
5430	Radio and Television Broadcasting ²	96	1.92	3.0	227
702-	Financial Institutions	79	1.92	4.1	2,176
704 ¹	7020 Savings and Credit Institutions				
	7040 Investment Companies and Security Dealers				
9090 ¹	Administration - Federal ³	74	1.92	0.1	23

¹ Average hourly earnings in manufacturing used to determine comparable wage.

² Done individually or as part of smaller group.

³ Data from Federal Government Employment, Statistics Canada, Cat. No. 72-004 used for comparison.

I. Coverage Category - 70% and over

E. Survey of Wages, Hours of Work and Overtime
Pay Provisions in Selected Industries April
1972 and April 1971

SIC	Industry	(1) Coverage or Response Rate	(2) Wage Comparable \$2.20	(3) per Cent Employ- ees Be- low (2)	(4) Number Employ- ees Be- (2)
	1972				
123 ¹	Feed Manufacturers	97	1.92	7.6	247
	1971				
246 ¹	Fur Goods Industry	86	1.72	9.3	41
374	Manufacturers of Pharmaceuticals and Medicines	90	2.00	20.4	1,076

¹ Average hourly earnings in manufacturing used to determine comparable wage.

II. Coverage Category - 50.0% to 69.9%

SIC	Industry	(1) Coverage or Response Rate	(2) Wage Comparable to \$2.20	(3) Per Cent Employ- ees Be- low (2)	(4) Number Employ- ees Be- low (2)
A. Survey of Low-Wage Employees in Selected Industries, Ontario May 1974					
141	Soft Drink Manufacturers	68	\$2.20	6.8	208
384	Venetian Blind Manufacturers	67	2.20	26.7	16
B. Survey of Wages, Hours of Work and Overtime Pay Provisions in Selected Industries, Ontario, April 1974					
213	Cordage and Twine Industry	60	2.20	0	0
C. Survey of Wages, Hours of Work and Overtime Pay Provisions, Ontario, August 1973					
179	Luggage, Handbag and Small Leather Goods Manufacturers	66	1.98	30.4	720
193	Wool Yarn Mills	64	1.93	11.5	142
211	Fibre Preparing Mills	65	2.03	18.2	73
249	Other Clothing Industries	64	1.99	17.3	79
251	Sawmills	66	1.99	1.9	121
259 ¹	Miscellaneous Wood Industries	62	2.03	9.0	188
261	Household Furniture Industry	64	2.08	9.3	1,048

¹ Average hourly earnings in manufacturing used to determine comparable wage.

II. Coverage Category - 50.0% to 69.9%

SIC	Industry	(1) Coverage or Response Rate	(2) Wage Comparable to \$2.20 low (2)	(3) Per Cent Employ- ees Be- low (2)	(4) Number Employ- ees Be- low (2)
D. Canada Department of Labour Survey of Wages and Working Conditions, October 1972					
0310 ¹	Logging	53			
151-)	Tobacco Processing and Products	62	\$1.92	0.6	23
153)	1510 Leaf Tobacco Processing and Aging		2.06	0	0
	1530 Tobacco Products Manufacturers				
	1537 Tobacco Products - Sales				
271 ¹	Pulp and Paper Mills	53	1.91	0	0
	2710 Pulp and Paper H.O.				
	2711 Newsprint				
	2712 Fine Paper				
	2713 Paper Board				
	2715 Livelihood Pulp				
	2716 Other Pulp and Paper				
	2717 Pulp and Paper - Sales				
280-)	Printing, Publishing and Allied				
289)	Industries	57	2.00	0	0
	2861 Printing				
	2862 Lithographing				
	2867 Commercial Printing - Sales				
	2871 Engraving and Duplicating				
	2872 Trade Composition or Type Setting, Book Binding				
	2880 Publishing				
	2887 Publishing - Sales				

¹ Average hourly earnings in manufacturing used to determine comparable wage.

II. Coverage Category - 50.0% to 69.9%

SIC	Industry	(1) Coverage or Response Rate	(2) Wage Comparable to \$2.20 low (2)	(3) Per Cent Employ- ees Be- low (2)	(4) Number Employ- ees Be- low (2)
D. Canada Department of Labour Survey of Wages and Working Conditions, October 1972 (Cont'd)					
	2890 Printing and Publishing, other than Daily Newspapers ²				
	2891 Daily Newspapers ²				
3210	Aircraft Parts Manufacturers	64	\$1.94	0	0
3230	Motor Vehicle Manufacturers	61	1.97	0	0
3250	Motor Vehicle Parts and Accessories Manufacturers				
326-	Transport Equipment (residual)	51	1.93	4.7	869
3291	3260 Railway Rolling Stock	60	1.93	0.2	7
	3270 Shipbuilding and Repair				
	3280 Boat Building and Repair				
	3290 Miscellaneous Vehicle Manufacturers				
370-	Chemicals and Chemical Products	68	1.93	0.9	420
379)	3701 Chemicals and Chemical Products - H.O.				
	3707 Chemicals and Chemical Products - Sales				
	3710 Explosives and Ammunition Manufacturers				
	3720 Mixed Fertilizer Manufacturers				
	3730 Plastics and Synthetic Resins Manufacturers				
	3740 Pharmaceuticals and Medicines - Manufacturers ²				

¹ Average hourly earnings in manufacturing used to determine comparable wage.

² Done individually or as part of smaller group.

II. Coverage Category - 50.0% to 69.9%

SIC	Industry	(1) Coverage or Response Rate	(2) Wage Comparable to \$2.20	(3) Per Cent Employ- ees Be- low (2)	(4) Number Employ- ees Be- low (2)
	D. Canada Department of Labour Survey of Wages and Working Conditions, October 1972 (Cont'd)				
	3747 Pharmaceuticals and Medicines - Sales ²				
	3750 Paint and Varnish Manufacturers				
	3760 Soap and Cleaning Compounds Manufacturers				
	3767 Soap and Cleaning Compounds - Sales				
	3770 Toilet Preparations ²				
	3780 Industrial Chemicals Manu- facturers				
	3787 Industrial Chemicals - Sales				
	3791 Printing Ink Manufacturers				
	3797 Printing Inks - Sales				
	3799 Other Chemical Manufacturers, n.e.s. Transportation	63	1.92	3.4	785
500-)				
519	) 5010 Air Transport				
	5020 Services Incidental to Air Transport				
	5040 Water Transport ²				
	5050 Services Incidental to Water Transport				

² Done individually or as part of smaller group.

II. Coverage Category - 50.0% to 69.9%

SIC	Industry	(1) Coverage or Response Rate	(2) Wage Comparable to \$2.20	(3) Per Cent Employ- ees Be- low (2)	(4) Number Employ- ees Be- low (2)
	D. Canada Department of Labour Survey of Wages and Working Conditions, October 1972 (Cont'd)				
	5030 Stevedoring ²				
	5061 Railway Transportation ²				
	5062 Maintenance of Equipment - Railway ²				
	5063 Maintenance of Way and Structure				
	5070 Truck Transport ²				
	5080 Bus Transport - Interurban and Rural				
	5090 Urban Transit Systems ²				
	5150 Pipeline Transport				
	5170 Other Services Incidental to Transport				
	5190 Other Transport				
504- 505 ¹	Water Transport and Services 5040 Water Transport 5050 Services Incidental to Water Transport 5053 Stevedoring	66	\$1.92	0.1	39
5070 ¹	Truck Transport	64	1.92	1.5	209

¹ Average hourly earnings in manufacturing used to determine comparable wage.

² Done Individually or as part of smaller group.

III. Coverage - Less than 50.0%

D. Canada Department of Labour Survey of Wages Working Conditions, October 1972

SIC	Industry	(1) Coverage or Response Rate	(2) Wage Comparable to \$2.20	(3) Per Cent Employ- ees Be- low (2)	(4) Number Employ- ees Be- low (2)
1630	Tire and Tube Manufacturers	46	\$2.11	0.2	6
286	Commercial Printing	46	2.02	3.4	181
	2861 Printing				
	2862 Lithographing				
731- 7371	2867 Commercial Printing - Sales Insurance and Real Estate	31	1.92	4.6	642
	7310 Insurance Carriers				
	7350 Insurance and Real Estate Agencies				
	7370 Real Estate Operators				
	7372 Real Estate Operators - Provincial				
574 ¹	Gas Distribution	19	1.92	0.5	4
	5743 Gas Distribution - Municipal				
	5744 Gas Distribution - Non-government				
8212 ¹	Hospitals-Provincial ⁴	31	1.92	0	0
861- 8691	Business Services	28	1.92	2.8	366
	8610 Accountancy Service				
	8620 Advertising Service				
	8640 Engineering and Scientific Services ²				
	8660 Legal Service				
	8690 Other Services to Business and Management				
8640 ¹	Engineering and Scientific Services	35	1.92	0.6	32

¹ Average hourly earnings in manufacturing used to determine comparable wage.

² Done individually or as part of smaller group.

⁴ Data from Provincial Government Employment, Statistic's Canada, Cat. No. 72-007 used for comparison.

III. Coverage - Less than 50.0%

D. Canada Department of Labour Survey of Wages
Working Conditions, October 1972

SIC	Industry	(1) Coverage or Response Rate	(2) Wage Comparable to \$2.20	(3) Per Cent Employ- ees Be- low (2)	(4) Number Employ- ees Be- low (2)
891- 899 ¹	Miscellaneous Services 8910 Labour Organizations and Trade Associations 8930 Photography 8940 Blacksmithing and Welding Shops 8960 Miscellaneous Repair Shops 8970 Services to Buildings and Dwellings ² 8990 Other Miscellaneous Services	31	1.92	30.3	3,376
9310 ¹ 9510 ¹	Administration - Provincial ⁴ Administration - Local government ⁵	48 36	1.92 1.92	0.1 0.1	12 19

¹ Average hourly earnings in manufacturing used to determine comparable wage.

² Done individually or as part of smaller group.

⁴ Data from Provincial Government Employment, Statistic's Canada, Cat. No. 72-007 used for comparison.

⁵ Data from Local Government Employment, Statistic's Canada, Cat. No. 72-009 used for comparison.

IV. No Comparison Possible

SIC	Industry	(1) Coverage or Response Rate	(2) Wage Comparable to \$2.20	(3) Per Cent Employ- ees Be- low (2)	(4) Number Employ- ees Be- low (2)
<u>C. Survey of Wages, Hours of Work and Overtime</u>					
<u>Pay Provisions, Ontario, August 1973</u>					
631- 699	Retail trade		\$2.03	35.8	101,316
851	Motion Picture Theatres and Film Exchanges		2.03	38.0	3,432
874	Laundries, Cleaners, and Pressers		2.01	49.2	6,248
875	Hotels, Restaurants and Taverns		1.98	51.8	61,484
897	Services to Buildings and Dwellings		2.03	49.5	4,995
<u>D. Canada Department of Labour Survey of Wages</u>					
<u>and Working Conditions, October 1972</u>					
27201	Asphalt Roofing		1.92	0	0
32401	Truck Body and Trailer Manufacturers		1.92	0.6	3
39811	Button, Buckle and Fasteners Manufacturers		1.92	7.3	11
39851	Models and Patterns Manufacturers		1.92	0	0
39861	Musical Instrument Manufacturers		1.92	0	0
39881	Typewriters and Supplies Manufacturers		1.92	0	0
39891	Fountain Pens and Pencils		1.92	7.0	5
52401	Grain Elevators		1.92	0.2	5
52701	Other Storage and Warehousing		1.92	2.2	18
57641	Water Systems - Non-government		1.92	0	0

¹ Average hourly earnings in manufacturing used to determine comparable wage.

IV. No Comparison Possible

SIC	Industry	(1) Coverage or Response Rate	(2) Wage Comparable to \$2.20 low (2)	(3) Per Cent Employ- ees Be- low (2)	(4) Number Employ- ees Be- low (2)
D. Canada Department of Labour Survey of Wages and Working Conditions, October 1972					
57941	Other Utilities - Non-government		\$1.92	0.4	1
82101	Hospitals - Private		1.92	2.2	920
82111	Hospitals - Federal		1.92	1.7	16
82131	Hospitals - Municipal		1.92	0.8	52
87601	Lodging Houses and Resident Clubs		1.92	0	0
87701	Funeral Directors		1.92	0	0
E. Survey of Wages, Hours of Work and Overtime Pay Provisions in Selected Industries April 1972 and April 1971					
631	Food Stores		1.72	37.8	20,472
642	Department Stores		1.72	13.2	7,528
650	Other Retail Trade		1.72	36.3	41,638
665	Apparel and Shoe Stores		1.72	56.5	12,758

1 Average hourly earnings in manufacturing used to determine comparable wage.

